

Troldtekt A/S Corporate Social Responsibility

Communication on Progress for the UN 2017

About this report

Troldtekt A/S's CSR reporting is based on the Global Reporting Initiative

This report relates to the calendar year 2017. In publishing this report, Troldtekt A/S confirms its continued support for the UN Global Compact. At the same time, the report describes the progress we have made within CSR, while also providing a status on our objectives and initiatives.

This is the fourth year that our reporting is based on the Global Reporting Initiative (GRI G4) methodology. The method enhances the quality of our content and data collection. Please note that even though the report contains GRI G4 standard information, some deviations are made from the guidelines along the way.

The parameters in GRI G4 which we report on are the result of a thorough materiality analysis, which we have carried out in collaboration with the consultancy firm Carve Consulting. We continuously focus on improving our data – among other things through implementing new IT solutions.

Report structure

The report is divided into three sections. First, we describe Troldtekt's CSR work in general, providing a status from the Board of Management and selected highlights from 2017 and focusing on Cradle to Cradle, which is a cornerstone of our strategic work.

Then follow a number of examples of our specific 2017 activities, structured in four main sections: the environment, society, human rights and labour rights.

The last part of the report is the actual data reporting, which is based on GRI G4 indicators.

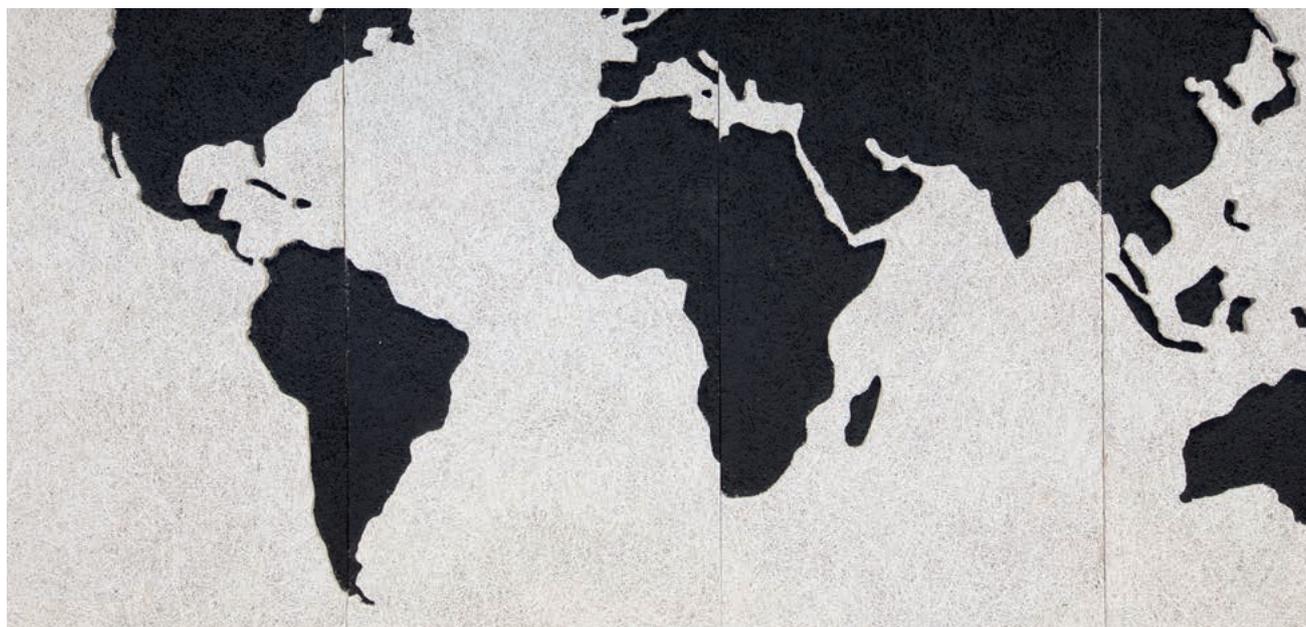
Focus on the UN's 10 principles

Troldtekt's CSR activities are anchored in the management as a strategic focal point for our business strategy which is based on the Cradle to Cradle principles. In our internal CSR policy, we have introduced requirements for our daily activities based on the ten principles of the UN Global Compact. Our CSR policy is available online at troldtekt.com under the menu item 'Environment & CSR'.

Troldtekt's cooperation with its suppliers is based on our Code of Conduct, which is also available at troldtekt.com.

Want to know more?

If you have any questions about the report, please contact Tina Snedker Kristensen, Head of Marketing and Communications at Troldtekt, by phone (+45 8747 8124) or email (tkr@troldtekt.dk). All Troldtekt's CSR reports can be found at www.troldtekt.com.





One of the sustainable forest plantations where trees used to produce Trolldtekt are felled.

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CSR must make financial sense into the future

At Trolldtekt, social responsibility and a sound business must go hand in hand. Developments in recent years have shown that you cannot have one without the other.

A new drying oven, a new painting facility, a new boiler – and an extra factory in the pipeline. At Trolldtekt, we are making investments in our production that run into triple-digit millions of kroner. We are doing so because, given the demand for our sustainable acoustic solutions, we need to double capacity. However, we are also doing it because we want the latest and most efficient technology.

Biofuels and less waste

Let me give an example: Ninety-five per cent of our energy consumption comes from renewable sources such as wind power and biofuels. In 2017, we invested in a new boiler that delivers as many megawatts as a large wind turbine. The new boiler enables us to use biofuels for our entire production – even after doubling our production capacity.

Another good example is our new painting facility, which really made a difference in 2017. Even though we produced more square metres of acoustic panels than the previous year, we nevertheless managed to reduce our paint consumption. The explanation is that the new facility enables us to collect a larger proportion of the spilled paint for recycling in our production. In fact, we have reduced our paint waste by more than 70 per cent.

Win-win

Together, the boiler and the painting facility have cost a good double-digit million figure. The reason we are investing so massively in greener and



more efficient production is because it makes financial sense in the long term. We save money on energy and resources, while architects and builders make a point of choosing our products because we have a documented sustainable profile.

For us, social responsibility needs to go hand in hand with good business. Developments in recent years have shown that you cannot have one without the other.

Our employees are key to everything we do

More square metres and state-of-the-art technology are not enough. We are utterly dependent on all our skilled colleagues, and I'm therefore delighted that our investments are also improving the working environment. With new robots, our colleagues in production can avoid manual work-flows and focus instead on operating

the technology. At the same time, we've managed to minimise noise and dust levels in production. Most importantly, the number of lost-time injuries has fallen from eight in 2016 to four in 2017. That is still four too many, but it's a big step towards achieving our goal of zero accidents.

As we renew and expand our production, we will also be focusing a lot on job satisfaction and safety in the years to come. Because we are fully aware that our talented and committed employees are our most important asset – and crucial to Trolldtekt's success.

A handwritten signature in blue ink, appearing to read 'Peer Leth'.

Peer Leth, CEO,
Trolldtekt A/S

13%

The amount of waste suitable for incineration fell in 2017 by 13 per cent – from 50.2 to 43.6 tonnes. The drop was achieved despite higher production levels, and reflects the fact that we have become better at sorting our waste.

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50%

The number of lost-time injuries fell % from eight in 2016 to four in 2017. The target goal is zero accidents, and a 50 per cent reduction is a big step in the right direction.

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1.7

The world's population consumes resources as if we had 1.7 Earths at our disposal. The Cradle to Cradle concept seeks to address this. In 2017, Troldekt was re-certified according to the Cradle to Cradle standard.

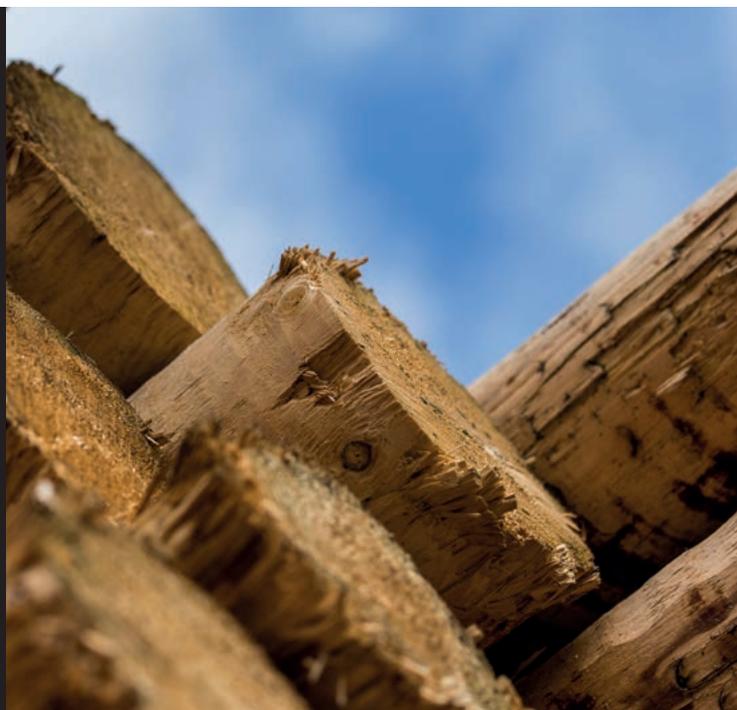
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100%

Troldekt has increased the proportion of sustainable FSC®-certified wood used in production, and can now supply products which are labelled 'FSC® 100%'.

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In 2017, and for the fourth time, an employee who had been on a trial work period at Troldekt was permanently employed.

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70%

With a new painting facility, we have reduced paint waste by more than 70 per cent. This was very evident in 2017, when we used less paint than in 2016 despite producing more.

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Social responsibility is a fundamental value

At Troldekt, a sustainable indoor climate is one of our guiding principles. We want to be innovative, credible and socially responsible in our work.



Troldekt has produced cement-bonded wood wool products since 1935, and today Troldekt is one of Europe's leading suppliers of acoustic solutions. Troldekt acoustic panels are still manufactured from the same sustainable materials as 80 years ago: Danish Norway spruce and Danish cement.

All production takes place in Denmark under modern, environmentally friendly conditions.

Troldekt's business strategy is founded on the Cradle to Cradle design concept, which plays a key role in securing environmental improvements towards 2022. Sustainability thus plays a crucial role in our work – because we believe that it will pay off in the long term.

Activities

Troldekt's principal activity is the manufacture and sale of acoustic cement-bonded wood wool wall and ceiling panels for all types of buildings from private homes, schools, institutions, offices and industrial buildings to sports halls

Vision, mission and guiding principle

- Troldekt's vision is to be a trendsetting supplier of intelligent acoustic solutions.
- Our mission is to be a creator and communicator of innovative acoustic solutions.
- Our guiding principle is sustainable indoor climates.

Values

In 2015, Troldekt decided to update and refine the company's values. A large group of employees participated in the process, and the result was three new values which convey that we are:



Innovative

We create results through development. Innovation must ensure that Troldekt is a trendsetter within intelligent acoustic solutions that focus on a sustainable indoor climate.



Credible

We do what we say, and we keep our promises. We also communicate openly about our sustainable objectives and results.



Socially responsible

We act responsibly in all parts of our business, including in relation to the environment, society and employees. Corporate responsibility is rooted in our strategic work with Cradle to Cradle.



and swimming pools. The company supplies complete ceiling and wall cladding solutions which integrate good acoustics, fire protection and a healthy indoor climate with ventilation, decoration and loudspeaker systems.

Troldtekt's production takes place at state-of-the-art facilities in the small town of Troldhede in western Jutland.

Sales, administration, marketing and technical support functions are located at the company's head office in Tranbjerg, a suburb of Aarhus. In 2015, Troldtekt opened an office in Hamburg, and in 2016 an office in Malmö in Sweden.

Troldtekt also works with a number of distributors abroad, mainly in northern Europe.

Troldtekt's role in construction

Troldtekt's direct customers are builders' merchants and DIY stores, while building consultants, architects and private clients comprise the company's indirect customers.

Markets

In Denmark, Troldtekt is a leading supplier of acoustic panels, and the domestic market plays a significant role together with the Swedish and German markets. In addition, Troldtekt is primarily active on the neighbouring European markets.

Suppliers

Troldtekt's Code of Conduct forms the basis for the company's cooperation with its suppliers. The Code of Conduct is based on the general principles contained in international conventions. All Troldtekt's key suppliers are Danish, and either supply certified wood, cement, paint, packaging or wind energy.

Community activities

CSR is rooted in Troldtekt's corporate culture, and it was therefore natural for the company to join the UN Global Compact. In continuation of this commitment, Troldtekt has integrated the Cradle to Cradle concept in its business strategy.

Troldtekt plays an active role on a number of committees, in organisations and associations, among others:

- Green Building Council Denmark
- The board of BIPS
- DI's special building policy committee
- Committee work in Danish Standards
- DGNB

Organisational changes

In 2016, Troldtekt A/S established the subsidiary Troldtekt AB in Malmö in Sweden.

Troldtekt is a fast-growing company. The number of employees was increased further in 2017, and included the appointment of an IT and finance manager as well as a product development project manager. Other than that, no other significant changes were made to Troldtekt's organisation.

Information

For more information on Troldtekt A/S and its products, CSR activities and technical documentation, please visit www.troldtekt.com.

The vision of a new world

Cradle to Cradle is challenging consumption patterns as we know them. Its aim is to ensure that the world can keep pace with our consumption of its natural resources. The means to this end is a world without waste, where products can be returned to the natural cycle or be reused as raw materials in new products.

Today, the global population stands at 7.6 billion, but between now and 2030, it is expected to increase by more than a billion people. Fortunately, more and more people are stepping out of poverty and becoming middle class. But a growing middle class also means more people living a Western and high-consumption lifestyle. So high that the Earth's resources cannot keep up.

Looking at global consumption, it would require the resources from 1.7 Earths to meet current levels of human consumption – while here in Denmark, we consume as if we had 3.6 Earths at our disposal, according to figures from the World Wide Fund for Nature's analysis partner Global Footprint Network.

Just imagine if our consumption could enrich and make a positive impact on the environment instead of draining the planet of resources. If products did not create waste, but were recycled as a resource for new products. If economic concerns, the environment and people were weighted equally. Cradle to Cradle is the vision of such a world.

Resources must last

Inspired by nature, the Cradle to Cradle concept has been developed on the basis of three principles, which together create an eco-efficient business model: Nutrients become new nutrients, production must rely on renewable energy, and we must pay tribute to and support biodiversity.

Products designed according to the Cradle to Cradle principles must be separable, so that the individual materials can decompose safely as biological nutrients or be reused in new products as technical nutrients. Cradle to Cradle is the means to real-

ising the circular economy. The aim is that future generations will then have access to the same resources and raw materials that we have today.

Huge potential

In Europe, construction accounts for about 40 per cent of materials and energy consumption. All parts of the construction industry's value chain are therefore focusing on working in a more sustainable way, and at Troldekt we believe that the circular Cradle to Cradle principles will become a fundamental condition for the industry.

Celebrating Our Human Footprint

A Building like a Tree –
A City like a Forest

EPEA – Michael Braungart



Buildings must enhance life

All too often, sustainability is simply about minimising environmental impacts, says Prof. Dr Michael Braungart, one of the founders of Cradle to Cradle. Instead, we need buildings that make a positive environmental impact.

Worldwide, cities, countries and companies have high ambitions of becoming more sustainable and CO₂-neutral. However, according to one of the world's leading environmental thinkers, Prof. Dr Michael Braungart, zero CO₂ emissions should not be an end in itself. Instead, the aim should be to make a positive environmental impact.

Michael Braungart demonstrated his ideas when he and his colleagues from the Environmental Protection Encouragement Agency (EPEA) were asked to exhibit at the Venice Biennale in 2016. Under the headline 'A Building like a Tree, a City like a Forest', Michael Braungart and his team presented their vision of how buildings can be transformed so they purify the air and water and support biodiversity and ecosystems.

"Trees are not neutral, they make a positive impact. Today, buildings generate two thirds of all waste, while a third of the toxins in breast milk derive from chemicals used in the construction industry. So, we must design buildings that are not toxic, but which can sustain life and embrace a multitude of species, in just the same way as trees," says Michael Braungart.

A Building...

...THAT CLEANS THE AIR JUST...

...THAT CREATES A HEALTHY CLIMATE JUST...

...THAT CHANGES COLOURS WITH THE SEASONS JUST...

...THAT CELEBRATES HEALTHY ABUNDANCE AND BEAUTY JUST...

...THAT CAPTURES LIGHT & CO₂ TO MANUFACTURE RENEWABLE MATERIALS JUST...

...THAT USES MATERIALS LOCALLY IN A GLOBALLY BENEFICIAL WAY JUST...

...THAT RESISTS FIRES, STORMS, FLOODS, DROUGHTS, AND EARTHQUAKES JUST...

...THAT PROVIDES MATERIALS FOR CIRCULAR SYSTEMS JUST...

...THAT EXCHANGES INFORMATION WITH ITS ENVIRONMENT JUST...

...THAT OFFERS SHADE TO PROTECT SPECIES FROM THE SUN JUST...

...THAT SYNTHESISES COMPLEX SUBSTANCES JUST...

...THAT IS A HABITAT FOR HUNDREDS OF SPECIES JUST...

...THAT OPERATES WITH RENEWABLE ENERGY JUST...

...THAT GENERATES SOIL AND NUTRIENTS JUST...

...THAT SUPPORTS DIVERSE WAYS OF LIFE JUST...

...THAT PROMOTES AND CELEBRATES BIODIVERSITY JUST...

...THAT CREATES SYMBIOTIC COMMUNITIES JUST...

...THAT FEEDS ANIMALS AND PLANTS JUST...

...THAT IS SAFE FOR THE BIOSPHERE JUST...

...THAT MAKES OXYGEN JUST...

...THAT GROWS OVER TIME JUST...

...THAT PURIFIES WATER JUST...

...THAT MAKES GERMANS, TREE HUGGERS AND OTHER EMOTIONAL PEOPLE SING JUST...

...THAT ADAPTS OVER TIME, IS SELF-RENEWING, RESTORATIVE AND SELF-REPLICATING JUST...

...like a Tree.

Buildings as a service

To achieve this, we must become better at using natural materials in the right context, and define usage periods for all materials, effectively turning buildings into 'materials' banks'.

"Buildings must be much more flexible, and designed according to a service concept. You don't have to own a door or window – you just need to be able to use it. So, we must design components so that they can provide the necessary service, and then be disassembled for reuse. And we need to use healthy, natural materials, otherwise we create a waste problem further down the line," says Michael Braungart.

About Prof. Dr Michael Braungart

- Michael Braungart (born 1958) is the founder and scientific CEO of EPEA Internationale Umweltforschung GmbH, an international environmental research, and consulting institute headquartered in Hamburg.
- He studied chemistry and process engineering, and in the 1980s worked for Greenpeace. He helped to establish the chemistry section of Greenpeace International, which he took over in 1985.
- Together with William McDonough, Michael Braungart has co-authored, for example, Cradle to Cradle: Remaking the Way We Make Things, which was published in 2002.

Cradle to Cradle quality in Troldekt

Troldekt's Cradle to Cradle roadmap shows the direction for our work with the circular economy up until 2022.

CSR and sustainability are strategically anchored in the senior management at Troldekt. Troldekt A/S's business strategy is based on the Cradle to Cradle vision of creating healthy products that benefit human health and the environment, and which can be incorporated into the natural cycle without wasting resources.

We work systematically with the circular economy, for which closed resource cycles are a central tenet. Via our Cradle to Cradle certification, we can document that Troldekt acoustic panels can be safely returned to nature as compost.

Wind, water and value from waste
Cradle to Cradle requires the continual improvement of products and processes. Through focusing on sustainability, and

through massive investments in our production, we have achieved a number of value-creating milestones since Troldekt's products achieved Cradle to Cradle certification in 2012.

Among other things, 100 per cent of our electricity consumption in production now comes from wind power, and we do not discharge any wastewater from production. In addition, we have established a take-back scheme for collecting Troldekt cut-offs and waste from building sites in Denmark.

Commitment to published objectives

Troldekt's Cradle to Cradle roadmap is an ambitious and publicised plan for our work with the circular economy. For each of the five Cradle to Cradle criteria categories, we have drawn up concrete



action plans to ensure that we achieve the defined objectives.

Many initiatives have been launched, and many objectives have already been fulfilled, but the roadmap will be revised every year so that it always includes more ambitious goals for the future.

Cradle to Cradle scorecard

Theme \ Tier	Basic	Bronze	Silver	Gold	Platinum
 Material health			✓		
 Material reutilization				✓	
 Renewable energy				✓	
 Water stewardship					✓
 Social fairness				✓	

Cradle to Cradle roadmap

As part of a strategic collaboration with Vugge til Vugge Danmark ApS, we have developed a roadmap which – based on the five Cradle to Cradle criteria categories – points the way to 2022.

Our CSR efforts are dynamic, and we therefore update our roadmap every year, even though we are only Cradle to Cradle re-certified every two years. The annual update ensures

that our roadmap always reflects our current objectives.

	Results 2012-2017	2018	Objectives 2019/2020	Objectives 2021/2022	Long-term objectives
Material Health 	<ul style="list-style-type: none"> ✓ Trolldtekt acoustic series in natural and standard colours C2C-certified. ✓ Product development based on C2C principles. C2C SILVER level.		<ul style="list-style-type: none"> • Optimise paint recipe so that Trolldtekt acoustic panels in natural and standard colours can advance to C2C GOLD level. 	<ul style="list-style-type: none"> • Trade goods produced as private label for Trolldtekt have a Material Health certificate. 	C2C PLATINUM level.
Material Reutilization 	<ul style="list-style-type: none"> ✓ Complete reuse of production waste in the biological cycle. ✓ Take-back scheme for collecting cement-bonded wood wool construction and demolition waste in Denmark established. C2C GOLD level.		<ul style="list-style-type: none"> • Facilitate the possibility of a third-party system for the registration, collection and reuse of cement-bonded wood wool in Denmark. 	<ul style="list-style-type: none"> • Facilitate the possibility of a third-party system for the registration, collection and reuse of cement-bonded wood wool on our primary export markets. 	C2C PLATINUM level.
Renewable Energy 	<ul style="list-style-type: none"> ✓ Ørsted climate partner. 100% renewable energy for electricity consumption (wind power) from 2013 ✓ Running-in of a new and energy-efficient biomass boiler. C2C GOLD level.	<ul style="list-style-type: none"> • 10% reduction in energy consumption per produced m² compared to 2017. • Replacement of 3-5 diesel/gas-fuelled trucks with electric trucks (wind power). 		<ul style="list-style-type: none"> • Possible alternative energy solutions from solar, wind or similar sources are mapped. 	C2C PLATINUM level.
Water Stewardship 	<ul style="list-style-type: none"> ✓ No wastewater discharge from production. ✓ Water-saving schemes established. C2C PLATINUM level.	<ul style="list-style-type: none"> • Separate sewerage system established on new production line. 	<ul style="list-style-type: none"> • Separate sewerage system established on existing production line. 		Maintain C2C PLATINUM level.
Social Fairness 	<ul style="list-style-type: none"> ✓ CSR reporting to UN Global Compact from 2010. ✓ CSR reporting follows the GRI G4 structure. ✓ C2C principles introduced in the organisation and value chain. C2C GOLD level.	<ul style="list-style-type: none"> • The structure of the CSR reporting follows the new GRI standard. 		<ul style="list-style-type: none"> • CSR reporting has been verified by an independent third party. 	C2C PLATINUM level.

Which products are certified?

Trolldtekt is Cradle to Cradle-certified at Silver level, and the certification covers the full product portfolio of Trolldtekt acoustic panels in natural wood, grey natural and painted in the standard colours white 101, grey 202, charcoal grey 208 and black 207. The silver certification also covers the non-combustible Trolldtekt A2 panels and Trolldtekt agor panels.

In four Cradle to Cradle criteria categories, we have achieved gold or platinum level, but as we are at silver level in the Material Health category, for the time being we will continue to have silver certification. The goal is, however, to advance to gold and – in the long term – platinum.

Trade goods which external suppliers produce as private-label

products for Trolldtekt must have a Material Health certificate. The certificate documents that the products have been assessed on the basis of the Cradle to Cradle standard. The trade goods include screws, KN brackets, touch-up paint and wood strips for Trolldtekt contrast.

CSR efforts follow UN principles

Social responsibility has always been a core value for Troldektek. In 2010, we formalised our CSR efforts by joining the UN Global Compact. Since then, we have continually set new and ambitious goals for the environment, labour conditions, society and for human rights.

The ten principles of the UN Global Compact underpin Troldektek's CSR work, which we have structured in a proper CSR policy. Like our two other values – innovation and credibility – social responsibility is part and parcel of our day-to-day working lives. It is a value that all employees must know and be able to link to concrete actions – whether they operate the machines in our production or have more administrative tasks.

Ultimate responsibility for CSR rests with Troldektek's executive management, but all employees share in this responsibility – as well as our suppliers and business partners. Every year

we document and report on our CSR efforts as part of our commitment to the UN Global Compact. Our objectives fall within four main areas: the environment, labour conditions, society and human rights.

Environment

At Troldektek, we are committed to ensuring that our activities have a positive impact on the environment and our shared resources. Even though Troldektek acoustic panels are now produced using the very latest automated technology, the ingredients are still the same all-natural materials as were used in 1935: wood and cement.

In so far as possible, all the raw materials come from the local area, thereby minimising the environmental impact of transport. Waste from production is returned to the biological cycle as compost, among other things. We have launched a take-back scheme so that cut-offs from Troldektek acoustic panels from building sites can be collected and returned to nature as compost.

Troldektek's electricity consumption is based on 100 per cent renewable energy from the Anholt offshore wind farm. We work systematically to reduce our energy consumption, among other things through our climate partnership with Ørsted.





Society

At Trolldtekt, we play an active role in society and engage in dialogue with the outside world. This applies both to the immediate neighbours of our factory in Trolldhede and to our suppliers who are based on the other side of the world.

In our Code of Conduct, which our suppliers are also obliged to observe, we state that corruption and bribery are completely unacceptable. We also support several associations and organisations, among others the Danish Association of the Hard of Hearing, the Danish Asthma and Allergy Association and the Danish Acoustical Society (DAS).

Labour conditions

Trolldtekt has a long-standing tradition of taking care of all its employees. In 1936, the founder and then managing

director and owner, Louis Hammerich, established a staff fund which can provide financial support to employees past and present who are facing difficulties. This fund still exists.

Respect, co-determination and diversity in the workplace are key aspects of our daily working lives. We recognise that our employees are the company's most important asset. We make a priority of retaining employees who are on sick leave, and of preventing industrial accidents and injuries, among other things through employee representation in safety and liaison committees.

Human rights

An important part of our commitment to the UN Global Compact is the obligation to support and actively promote human rights.

Trolldtekt's Code of Conduct is the cornerstone of this work, and we maintain a keen focus on this issue at all times in our dealings with our suppliers and partners.

This applies not only to our suppliers for production, but also service providers who, for example, clean or handle waste. The decision has been made to underline the fact that focusing on human rights is important in all parts of the world, while recognising that observing human rights is not a matter of course.

Learn more about our CSR efforts

Read Trolldtekt's CSR policy at trolldtekt.com under the menu item 'Environment & CSR'. On our website, you will also find our CSR reports from previous years.

Troldtekt supports the goals for a sustainable world

UN member countries have adopted 17 common goals to ensure the balancing of the environmental and economic dimensions of sustainable development. Troldtekt is focusing on two goals in particular, and has helped to inspire other companies.

We must eradicate poverty, protect our planet and ensure prosperity for all. That is the essence of the 17 joint global SDGs which were adopted by the UN member states in 2015. The ambition is for the goals to be achieved in 2030, which will require massive efforts on the part of both businesses and citizens.

Each of the 17 SDGs are accompanied by a set of targets – 169 to be precise. And for each target, concrete indicators show the extent to which the goals have been fulfilled.

Network group presentations

At Troldtekt, we have so far chosen to focus on two of the 17 goals – ‘Responsible Consumption and Production’ and ‘Life on Land’. Under each of the two goals, we are focusing in particular



on four targets. The box next to the article has more information about the goals we have chosen, and on the following page you can read about the reasons behind our choices.

In October 2017, Troldtekt’s CEO, Peer Leth, held an inspirational pre-

sentation for medium-sized companies in a network organised by the media house and think-tank Mandag Morgen (Monday Morning). The purpose of the network is to help businesses and organisations incorporate the new global SDGs.

Focus on two goals and four targets

The following shows which of the UN’s SDGs and targets Troldtekt mainly supports:



SDG no. 12: ‘Responsible consumption and production’

- **Overall goal:** Ensure sustainable consumption and production patterns.
 - **Target 12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
 - **Target 12.7:** Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
- Target 12.c:** Rationalise inefficient fossil-fuel subsidies that encourage wasteful consumption (text is abbreviated).



SDG no. 15: ‘Life on land’

- **Overall goal:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
- **Target 15.b:** Mobilise significant resources from all sources and at all levels to finance sustainable forest management and provide adequate incentives to developing countries to advance such management, including for conservation and reforestation.

CEO Peer Leth explains why and how Troldekt is working with the UN's global Sustainable Development Goals.



– Since 2010, we have been committed to the UN Global Compact, and therefore we obviously support the 17 global Sustainable Development Goals (SDGs) introduced by the UN. We can see that these global SDGs are increasingly being adopted by society and our business partners. And particularly by public developers.

– We recognise all 17 Sustainable Development Goals, but as a medium-sized manufacturing company, we cannot and do not have to address all of them. Therefore we have chosen to focus on the areas where we can make a difference, and the goals which are in line with our Cradle to Cradle strategy. We cannot fight hunger by producing acoustic panels, but we can, for example, contribute to more sustainable production.

– SDG no. 12 on responsible consumption and production makes sense for us because we're already striving for a more sustainable production. In recent years, we have invested millions of kroner in optimising our production and making it more energy-efficient. A new drying oven, a new biomass boiler and using 100 per cent wind power in our production are just three examples.

– SDG no. 15 is about life on land, and here we are contributing by only using renewable raw materials, including FSC-certified wood from responsibly managed forests.

– Working on the basis of the global SDGs is not just about our own little backwater, so to speak. We are at the same time committing ourselves to taking the lead and positively influencing our partners. We are doing so through, for example, our Code of Conduct and by communicating and documenting our work openly and honestly.

– I hope and believe that, in future, more companies will seek to influence developments in their own industry in a positive direction. We're doing so because we see a good business case in working with sustainability – we are quite honest about that. It must make financial sense, because otherwise it will be difficult to maintain focus in the long term.

– Small and medium-sized enterprises must not feel intimidated by the 17 SDGs and the 169 targets. It's all about getting started, and accepting that focusing on one, two or three goals is also worthwhile.

– We've started with the SDGs which are most natural for us, and then in 2018 we will go deeper to see how we can achieve further improvements in these areas. In addition, we will assess whether SDG no. 17 – 'Partnerships for the Goals' – might be relevant for us. At Troldekt, we have a long-standing tradition of entering into partnerships within, for example, the environmental and waste management areas.

Troldtekt goes for full FSC® certification

Troldtekt is increasing the proportion of sustainable FSC-certified wood used in production, and is now able to supply products which are 'FSC 100%' -certified. At the same time, Troldtekt has phased out PEFC certification in order to focus on the FSC label.

Now, even the smallest splinter of wood in Troldtekt's FSC-certified acoustic panels can be traced back to responsible forestry operations. Until recently, Troldtekt has been delivering products in the 'FSC Mix' category, but has now been approved to deliver panels which are 'FSC 100%' -certified, meeting stricter requirements for traceability and how the raw wood is handled in production.

At the same time, Troldtekt has been buying more FSC-certified wood, so that one in four tree trunks now live up to this sustainable designation. This proportion will increase further in future, as Troldtekt is seeing considerable demand for FSC-certified products.

"We have a lot of customers who want to buy panels made using FSC wood. Not least because it has a positive impact on a company's sustainability performance, and earns credits towards voluntary sustainable building certifications. Recently, we have updated our internal procedures, and we are buying as much FSC-certified wood as we can," says Renate Blom, environmental manager at Troldtekt A/S.

Streamlined administration

In connection with the updating of our internal procedures, Troldtekt was assisted by FSC Danmark, of which Troldtekt is a member. FSC Danmark is the Danish office for the international FSC organisation. The review looked at all aspects of the business, from procurement to production.

"Basically, it's all about keeping things separate, so that you can always be sure that only sustainable wood is being used in FSC-certified products. In companies such as Troldtekt, which started buying sustainable wood early

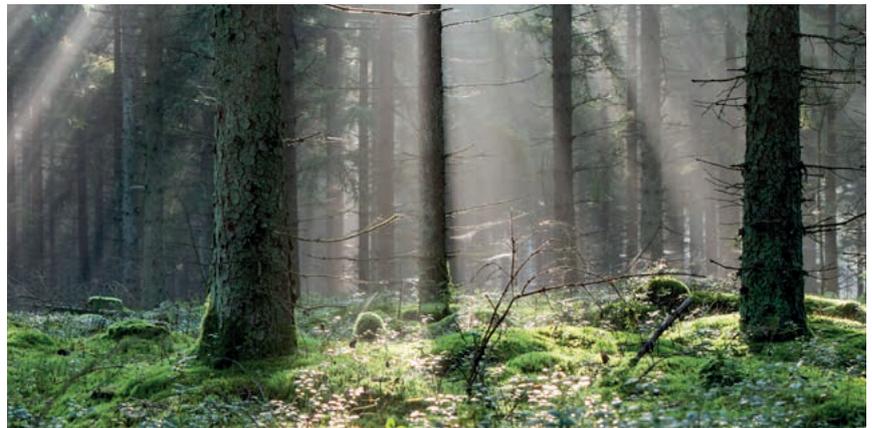
on, procedures have often evolved slowly, and a lot of the know-how has been passed down over the years. We were able to contribute external insight, and point out areas which could be streamlined," says Loa Dalgaard Worm, Director at FSC Danmark.

Going all-in for FSC

At the same time, Troldtekt has decided to no longer certify products according to the PEFC™ standard. In future FSC

will be the only sustainable certification which customers, suppliers and employees will need to think about.

"Fewer customers are demanding PEFC-certified products compared to FSC. The requirements of both certifications are changing all the time, and are not completely the same. So, to simplify our internal processes, we've decided against 'double certification', and will in future go all-in for FSC," says Renate Blom.



Facts about Troldtekt and FSC®

FSC stands for Forest Stewardship Council®, and is an international non-profit labelling scheme for wood and paper which was established in 1994. FSC is based on ten fundamental principles for responsible forestry management, which serve as a kind of constitution for the FSC and apply to the management of FSC-certified forests around the world.

Troldtekt achieved FSC certification in 2013, and since 2018 has been approved as a supplier of products in the 'FSC 100%' (FSC®C115450) category, which means that all the wood in a single panel complies with the FSC requirements.

For example, FSC counts towards Cradle to Cradle, and earns credits towards voluntary certifications such as DGNB, LEED and BREEAM.

Environmental approval provides systematic overview

As a manufacturing company, Troldekt must document compliance with many different requirements to ensure that it does not negatively impact the environment. For example, in relation to noise, air pollution, waste management and wastewater.

So far, these environmental conditions have been reported individually to the relevant authorities, but this is changing because, in expanding our production, Troldekt is using more and more cement each year. This means that, going forward, Troldekt must have an environmental approval that takes our overall environmental impact into account.

To obtain this environmental approval, a number of conditions must be adhered to. They cover, for example, the storage of raw materials, noise limits and control procedures. On the other hand, these conditions no longer have to be reported individually, which results in a more systematic overview.



Grass and cherries create a myriad of life

A new bank of earth on Troldekt's land will soon be full of the buzzing of bees and the chirping of birds.

In connection with the expansion of our production facilities, a large volume of surplus soil is being deposited and planted to prevent sand and soil erosion. The planting is carefully designed to create the best possible conditions for wildlife and biodiversity throughout the year. And it will be particularly

attractive to the smallest animals and insects.

"The bank of earth will be sown with grasses that provide good living conditions for both butterflies and bees. The plants will flower at different times, with berries for the birds in winter, for example blackthorns and bird cherries. In addition,

there will be some pine and spruce to build nests in," says Uffe Bjerg, a landscape gardener with Lauge Bonde ApS who will be responsible for the planting.

At the forefront of sewer separation

In connection with the expansion of production in Trolldhede, Trolldtekt has decided to separate rainwater and wastewater on the entire factory site. It took some detective work to map the old pipelines, but significant benefits have been achieved in the form of a reduced load on the local wastewater treatment plant and less impact on the aquatic environment.



Factory site before expansion.

When heavy rain falls on the rooftops in Trolldhede, the sewage system and wastewater treatment facility are tested to capacity. This is because the rainwater flows along the same sewers that carry the effluent from the town's toilets, drains and kitchen sinks. And due to increasing rainfall, the existing sewage system is struggling to keep up. This can lead to

overflows, where an unsightly mixture of rain and sewage flows out into lakes and waterways.

Therefore, municipalities and utilities across Denmark are busy separating rainwater and wastewater into separate pipes. However, it also means that companies and private citizens need to separate the water on their own plots. So far, sew-

er separation has not yet come to Trolldhede, but in connection with the expansion of the factory, Trolldtekt has independently decided to ensure separation of rainwater on the entire factory site.

"Following the expansion of the factory, we will be adding a further 30,000 square metres where rainwater is collected. Channelling all

this water into the sewerage system would represent a significant waste of resources, and also the local wastewater treatment plant would have difficulty dealing with it. We therefore entered into a dialogue with the municipality to find out whether it didn't make sense to separate the grey and black water from the rainwater now," says Poul Erik Pedersen, the architect behind the expansion project.

On the trail of old pipes

The Municipality of Ringkøbing-Skjern and the water utility Ringkøbing-Skjern Forsyning liked the idea, and it was agreed that Ringkøbing-Skjern Forsyning would install a new rainwater pipe to Troldekt's plot. This means that a number of existing rainwater basins can be done away with as the water will now be led away from the

plot, circumventing the wastewater treatment facility, to a new rainwater reservoir established by the utility.

The separation will not only cover the new area, but also existing buildings etc. However, it soon became clear that getting an overview of all the existing pipes and drains was no simple task.

"The factory has been added to several times over many years, so it was quite a big job mapping all the piping in the ground. Today, you are obliged to map and register all new pipes, but that wasn't the case in the past. Considerable time and money has therefore been invested in preparing for the separation. This means that the registration is now fully under control, and the utility is saving a lot of resources for water treatment," says Poul Erik Pedersen.

Less wastewater in watercourses

Ringkøbing-Skjern Forsyning is also pleased with the cooperation with Troldekt, and the prospect of the wastewater treatment plant having to deal with less rainwater. It benefits the utility's operating economy, and makes it easier for the utility to live up to the Environmental Protection Act (Miljøbeskyttelsesloven) and the Order concerning Waste Water Discharges (Spildevandsbekendtgørelsen).

"Separating the water cuts the costs of treating it, and also reduces the risk of overflows during cloudbursts. The wastewater contains organic matter and bacteria, and if it ends up in the natural environment, then oxygen consumption in streams and lakes will rise concurrently with a deterioration in water quality," says Hans Schmidt, a project manager with Ringkøbing-Skjern Forsyning.



"Following the expansion of the factory, we will be adding a further 30,000 square metres where rainwater is collected.

Can mountains of bark be used for furniture?

During a visit to Troldekt, Tommy Mosgaard Jensen was inspired by the large piles of bark, a by-product from production. Completely in line with Troldekt's Cradle to Cradle approach, he decided to investigate whether the bark can create new value as a material for furniture production.



In line with Troldekt's Cradle to Cradle strategy, there is huge potential for creating added value if surplus bark can be used for new purposes.

Each year, Troldekt produces huge amounts of bark when spruce logs are debarked and chopped up to produce wood wool. Unlike the rest of the tree, the bark cannot be used for acoustic panels, and therefore ends up in large piles on Troldekt's factory site. It is then sold to be used as bark mulch and for soil improvement.

The sight of all the heaps of bark, which is essentially a waste product, got Tommy Mosgaard Jensen (44) thinking when he came on a company visit to Troldekt as part of his training

to become a production technologist. He decided that, as part of his final examination project, he would look at the possibility of using the bark to create new value within, for example, the furniture industry.

Huge potential worldwide

Tommy Mosgaard Jensen has worked with wood and furniture production for over 20 years, and therefore knows a lot about production with chipboard and MDF. At the same time, sustainability and the Cradle to Cradle

principles feature prominently in his syllabus, so he quickly saw the potential in saving resources and creating added value by finding a new use for a residual product.

"I've previously toyed with the idea of making furniture from crushed wood, so finding an alternative use for the bark was a natural follow-on from this line of thought. I spoke, for example, with a master of a guild from the wood industry who said that it's not just Troldekt but businesses all over the world that produce large volumes of surplus bark. So there's huge po-



Before the bark can be used, it has to be cleaned and shredded.

tential," says Tommy Mosgaard Jensen.

Bark in the blender

Tommy Mosgaard Jensen then started experimenting. He spent much of the time in his own kitchen, because the bark first had to be chopped into smaller pieces.

"I tried using the kitchen blender first, but it was too hard on the machine. Then my son suggested that I cook the bark first and then blend it, like when we make vegetable soup. This had the desired effect, and soon I had a raw material very similar to dried tobacco. My first thought was to use glue to turn the bark into panels. However, the natural resins and fibres bind the bark together beautifully, so only pure natural materials are needed," says Tommy Mosgaard Jensen.

Helpful advice from Troldekt

The compressed bark can be shaped and clad with different materials to create a kind of veneer. During the

process, Tommy Mosgaard Jensen met with Troldekt's product developer, Niels Kappel. Niels Kappel provided additional input for what Tommy Mosgaard Jensen could also try to do to make the bark more useful.

"Troldekt is not involved in furniture production, so Niels Kappel saw the greatest potential in the pure, blended bark. If it could be mixed with cement, it might be possible to create a product to supplement Troldekt's existing range. I therefore contacted Aalborg Portland, and was given various cement samples to experiment with," says Tommy Mosgaard Jensen.

Today, Tommy Mosgaard Jensen is fully trained and working full-time as a product developer and production technologist. In parallel he runs his own business, working with furniture design as a hobby. However, he is still trying to develop the idea of recycling bark.



The fibres in the chopped and dried bark can be pressed and shaped to form a kind of chipboard. This can then be covered with wood or linoleum.

Information meetings and guarantee to buy neighbouring properties

The expansion of Troldekt's production will have a bearing on the entire town. Therefore, Troldekt is making sure to regularly inform interested citizens, and has also issued a guarantee to buy the neighbouring properties.

A good talk and fair treatment is the right starting point for good neighbourly relations. This also applies to Troldekt and its neighbours who live and work in Troldhede where Troldekt acoustic panels are produced. At a time when Troldekt is enlarging its factory and expanding its production, it is particularly important to maintain a positive dialogue with the local community so that noise and heavy traffic do not mar neighbourly feelings.

This dialogue takes place, for example, at citizens meetings which are held at regular intervals in Troldhede Hallen. Here, factory manager Orla Jepsen has held a presentation for about 100 people and answered questions about the expansion.

"Our neighbours in Troldhede are curious about the company's plans for expanding its production facilities. On the one hand the project will have a bearing on, for example, the amount of heavy traffic to and from the factory. On the other, it also has a positive impact, such as more people moving to the area because of new job opportunities combined with rising house prices and busier local shops. Most people welcome such developments," says Orla Jepsen, factory manager at Troldekt.



Factory manager Orla Jepsen also makes a point of maintaining good relations with Troldekt's neighbours.

Purchase guarantee on market terms

In addition to the public meetings, Troldekt has invited the factory's immediate neighbours to visit, so that they could see the factory expansion with their own eyes. We have also been in close dialogue with the Municipality of Ringkøbing-Skjern, especially regarding plans to enlarge a viaduct under the railway. The viaduct leads into Troldekt's factory site so that heavy traffic can

bypass the town's main street, and here the company is bearing much of the cost of the enlargement.

For the company's six closest neighbours on Østergade, whose properties neighbour the factory, Troldekt has a very special offer – a guarantee to buy the properties at market value within three years, if the owners so wish.

"All six neighbours have been

interested in selling. We have had an independent estate agent value the properties, so the owners can be sure of getting a fair price. In this way, the owners don't risk having a house that might be difficult to sell to a third party. On the other hand, we can then use the area for storage and further expansion, should the need arise," says Orla Jepsen.

We're building and building – including a new toboggan run for the town



Trolldtekt is expanding its production facilities in Troldhede by approx. 11,000 square metres in 2018. Soil has been removed, a layer of sand for the new buildings has been laid, and the contractor has set to work. If everything goes according to plan,

the new production line will start up in January 2019.

During the excavation work, the community association in Troldhede asked whether the surplus soil could be used to build a toboggan run on the old playing fields. It could, of

course, and Trolldtekt therefore paid to have 1,600 cubic metres of soil transported and deposited on the site so that everyone in the town will be able to enjoy the thrills of tobogganing in the snow.

Delight with sponsorship at Faster Seniors Club

Faster Seniors Club now has a new Trolldtekt acoustic ceiling, which the company has sponsored. The improved acoustics help ensure shorter reverberation times, making it easier to understand what is being said in the clubrooms.

The new acoustic ceiling has been warmly welcomed by club members.

“We're extremely grateful for the new ceiling which Trolldtekt has sponsored. The acoustics in the clubrooms are now much better, which we greatly appreciate,” wrote Helga Hansen in an email on behalf of Faster Seniors Club near Skjern. Trolldtekt regularly provides financial support in the form of sponsorships

to associations and organisations where good acoustics and a healthy indoor climate make a positive difference. Among other things, we support the Danish Association of the Hard of Hearing, the Danish Asthma and Allergy Association as well as the Danish Acoustical Society (DAS).

A helping hand in difficult times

During a period of illness and misfortune, Troldekt employee Jan Bundgaard and his family received support and financial assistance from Troldekt. This has, among other things, helped to keep him in the labour market.

At the end of May 2016, 61-year-old Jan Bundgaard dislocated his knee while working in the painting hall at Troldekt. The knee injury couldn't have happened at a worse time. Shortly beforehand, Jan's wife Susanne had been diagnosed with lymphatic cancer and was therefore hospitalised at Aarhus University Hospital, a long way from the couple's home in Spøttrup on the south side of Limfjorden.

"My knee was so badly damaged that I needed an operation, followed by rehabilitation. During that time, I was driving back and forth to visit Susanne in hospital as often as I could, but it was a very difficult situation which had a big impact on our family," says Jan.



Bike ride ended with a blood clot

Fortunately, Susan's chemotherapy was a success, and after six months she came home. But on a February day in 2017, shortly before Jan was ready to return to Troldekt full-time, the family suffered another stroke of bad luck.

"I borrowed my son's racing bike to

go for a ride as part of the rehabilitation, and had just returned from a 10-kilometre ride when I had a blood clot in my heart, and was helicoptered to hospital. And after that I had to start a new rehabilitation programme, while still having problems with my leg," says Jan.

Donation gave us back our quality of life

After all the illness and misfortune, the family's spirits were very low, and they were also running into financial difficulties; among other things, they had to drop their holidays and their social activities. However, Jan was met by considerable understanding and support at Troldekt. He was transferred to a new and less physically demanding job, and with a donation from Louis Hammerichs Fond, the family finances were suddenly less stretched.

"No words can express how much the support from Troldekt has meant for us. Given my age, I was quite worried that I might have to say goodbye to the labour market, but Troldekt has shown very clearly that they want to keep me on. The donation also allowed me to buy my own bicycle, which is greatly improving my quality of life as well as helping me to get fitter," says Jan.

Donation to stave off financial uncertainty

It was with great sadness that Troldekt lost a good colleague and a close friend at the end of 2017. Kurt Madsen, a technical consultant, who worked for the company for more than 30 years, died suddenly of a cerebral haemorrhage.

Shortly afterwards, the board of Louis Hammerichs Fond decided to grant a donation of DKK 100,000 to Kurt's surviving partner. The purpose of the donation was to stave off financial uncertainty for her in the months following Kurt's tragic death.

80 years of social responsibility

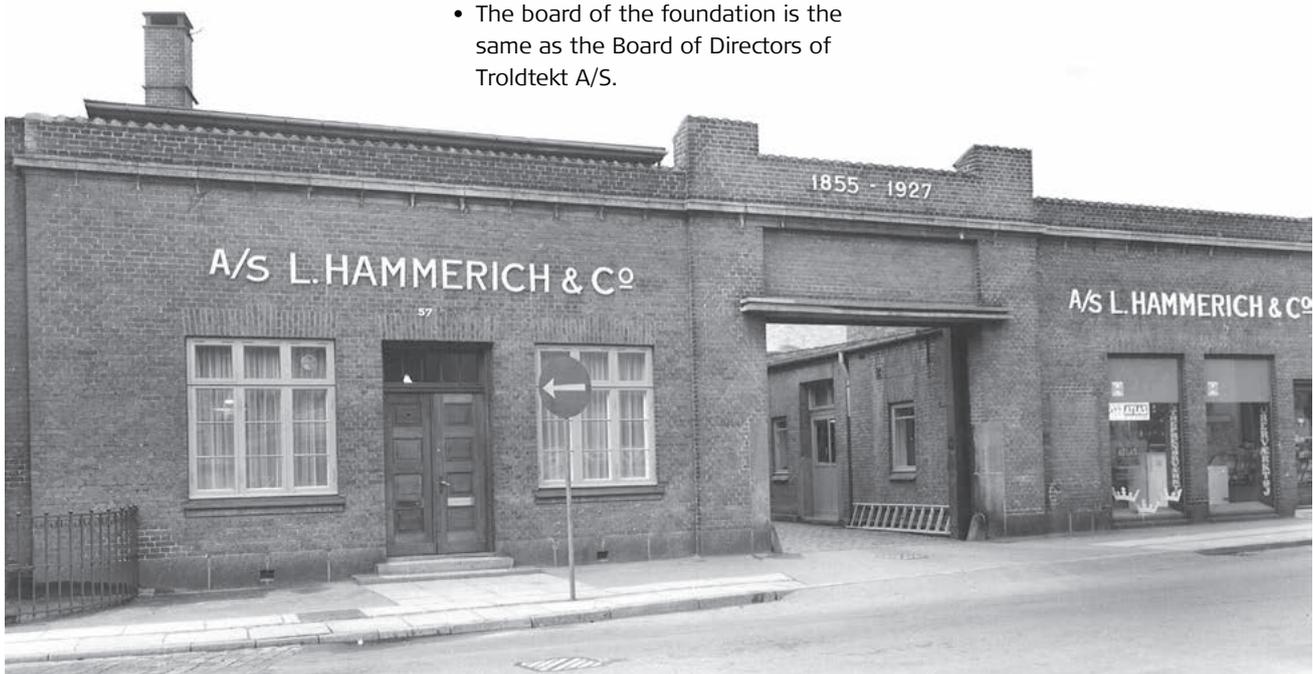
In 1936, the company's managing director and owner Louis Hammerich established a fund which exists to this day, and which offers Troldekt employees facing hardship a helping hand financially.



For more than 80 years, employees who find themselves in particularly difficult circumstances have been able to receive a donation from Louis Hammerich Fond. Based on recommendations, the fund's board decides on donations.

The fund works according to the following principles:

- The aim is to provide assistance to employees as well as former employees as well as their spouses/ widows/widowers.
- Donations from the fund must serve to alleviate poverty or help in cases of serious illness or old age.
- Alternatively, the fund makes donations to help with studies, training etc.
- The board of the foundation is the same as the Board of Directors of Troldekt A/S.



As long ago as 1884, a young Louis Hammerich bought the company that later became Troldekt A/S. In 1935, the production of Troldekt acoustic panels began, and the following year Louis Hammerichs Fond was established.

Exam project results in a daybed with Trolldtekt

A photo of a stylishly decorated living room adorns the front of Tommy Mosgaard Jensen's completed project report. The picture shows a daybed in pale mahogany with a grey Trolldtekt acoustic panel and pillows in three colour shades.

The scene could almost be taken from a homes and interiors magazine, but the unique piece of furniture is not on sale in the shops. It has been hand-crafted by 44-year-old Tommy Mosgaard Jensen as part of his final exam as a production technologist.

Sustainable education

Tommy Mosgaard Jensen had worked with wood and furniture design for over 20 years before he decided at a mature age to train as a woodcutting machinist and then as a production technologist specialising in industrial design and sustainability. Seeing how Trolldtekt focuses on sustainability with his own eyes, he had no doubts.

"A lot of time is devoted to Cradle to Cradle and sustainable design on the course, so it was inspiring to find out how Trolldtekt works with them



in practice. During my visit I was told, among other things, that Trolldtekt would like their eco-friendly acoustic panels to be used for new and free-standing applications to complement their wall and ceiling products.

Given my previous experience in furniture design, it was an obvious idea to create a piece of acoustic furniture with built-in Trolldtekt material," says Tommy Mosgaard Jensen.

Trolldtekt – a DGNB branding specialist

How can companies join forces to tell positive stories about their contribution to sustainable construction? This is something that Rasmus Olsen has looked into in connection with his thesis at Copenhagen Business School. Trolldtekt is one of the companies he has interviewed for his thesis.

In Denmark, DGNB is the leading system for the certification of sustainable construction, and with the documented sustainable properties of its acoustic panels, Trolldtekt contributes to certifications. Rasmus

Olsen has focused on the potential for companies to tell positive stories about their joint DGNB projects.

Keeping track of documentation

In his thesis, Rasmus Olsen takes US professor Michael Porter's 'shared value' theory as his starting point, and uses PensionDanmark's building projects as his case. However, Rasmus Olsen also looks at experience from, among others, Trolldtekt.

"Many companies are very cautious about talking about their DGNB contributions. Trolldtekt has been

bolder, among other things with a press story about the company's role in Denmark's first DGNB-certified school. At Trolldtekt, they've always made a point of documenting their DGNB efforts. These efforts are now benefitting their branding, where DGNB becomes a branding platform that combines commercial interests and social responsibility for organisations as wide-ranging as a pension fund or a materials manufacturer," he says.

When metal and acoustics go hand in hand

Social responsibility is a fundamental value at Trolldtekt. And assuming responsibility for educating young people is no exception. The metalsmith apprentice Frederik Søgaard Haunstrup greatly appreciates extremely varied work tasks at Trolldtekt.

Skilled and qualified smiths are few and far between at the moment. However, just such a person has almost finished his training at Trolldtekt. And even though hard metal does not at first thought have much in common with acoustic panels, Trolldtekt's metalsmith apprentice Frederik Søgaard Haunstrup is very enthusiastic about the tasks which have come his way over the past year.

"I'm really enjoying my apprenticeship at Trolldtekt. I know that what I'm doing is very different to what my classmates at metalworking school are working on, as many of them basically do the same thing all the way through their apprenticeship. I, on the other hand, am able to try my hand at lots of different things, and most days bring new and challenging tasks. It's actually pretty cool," says Frederik.

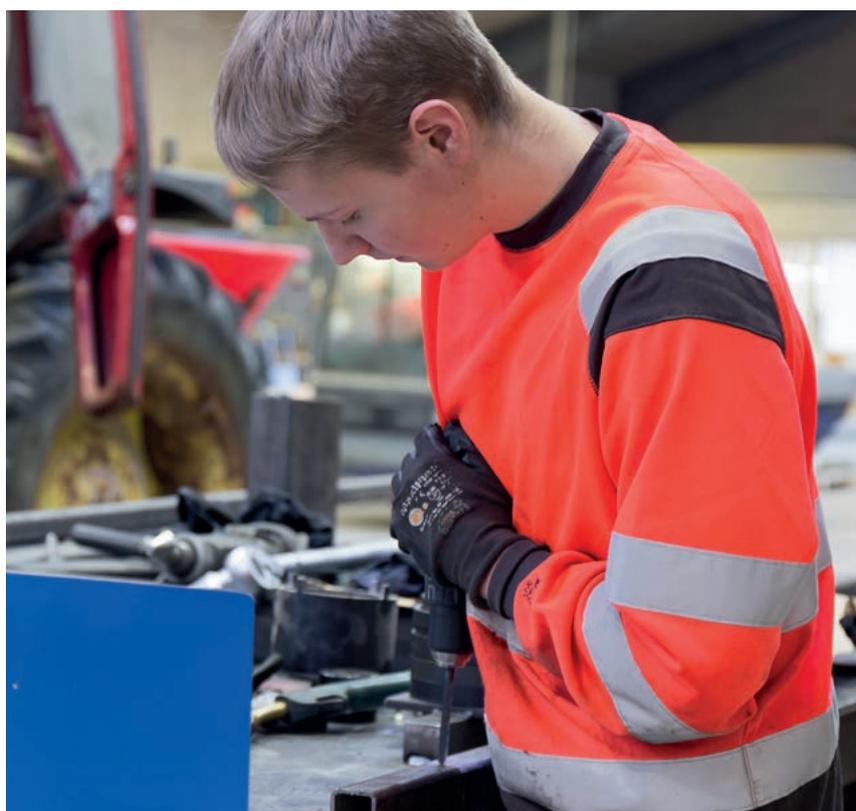
The responsibility should be shared

It ought to be required by law. That's the solution when it comes to apprenticeships in Danish companies. At least if you ask Trolldtekt's service manager Benny Vestergaard.

"We take on apprentices because we want to help young people start their training. In Denmark, there is a shortage of apprenticeships, and unless companies like ours shoulder our responsibilities and help to create the necessary places, everything will come to a standstill. We cannot simply rely on others to teach and train apprentices. We all need to help and shoulder our share of the responsibility," he says.

An apprenticeship where you learn something

For Trolldtekt, it's hugely important that apprentices learn what life is like in the



workplace, and that they perform relevant work which makes them as skilled as possible. The metalsmith apprentice Frederik will not take his final exam for another two years, but he is already being given tasks which he has to tackle on his own.

"I might be sent out to a motor that has short-circuited, a chain that's snapped, or a table that needs welding together. I love the fact that I'm not just standing around welding for eight hours, day in and day out, and that I can actually handle other relevant metalsmithing jobs," says Frederik, adding:

"On the other hand, I have to concentrate a lot at school to become

really skilled at the tasks my classmates practise every day. But it's going extremely well."

He says that Trolldtekt is very flexible, and allows him to take a day out occasionally so that he can practise welding – just like a day at school.

From trainee to apprentice

Frederik once did a 14-day internship at Trolldtekt. On the last day, Trolldtekt asked Frederik whether he would like to become a permanent part of the team, and three months later an apprenticeship contract was signed. Time will tell whether an employment contract will also be coming Frederik's way.

A textbook case

Frederik Søgaard Haunstrup was thrown into a somewhat unusual apprenticeship assignment. 'Prevent future industrial injuries' was the gist of it. The metalsmith apprentice welded together a solution that now enhances employee safety on the conveyor belt and creates peace of mind.



Frederik Søgaard Haunstrup on the left inspecting one of the conveyors with service manager Benny Vestergaard.

Troldekt has considerable focus on preventing industrial injuries, and the goal is zero. Unfortunately, however, an accident on a conveyor belt resulted in a twisted knee.

Troldekt's metalsmith apprentice Frederik Søgaard Haunstrup was assigned to the case. And the result is a good example of the way in which Troldekt benefits from having apprentices on the team.

"One of our men was standing on a conveyor to straighten a stack of acoustic panels. Stepping down, his foot was caught in gap, and he ended up twisting his knee. That gap needed to be covered one way or another, I thought, so no one can put their foot in the wrong place again. So I applied the knowledge which I've gained at Troldekt and at school, and now the conveyor belt is safe," says Frederik.

Welding one's way to a safe working environment

The somewhat unusual welding task actually suited Frederik really well. It allowed him to be creative and use his experience to measure, saw and weld his way to a solution for a safer working environment.

"I measured out and sawed a piece of square iron which could cover the gap on the conveyor belt. Then I welded on the iron, drilled holes and bolted a large grating in place, so that the gap which caused the accident is now covered. I was actually able to apply much of what I've learned doing this. So it made sense that I was involved in finding a solution," says Frederik.

A safe working environment is a high priority for Troldekt, which aims to prevent industrial accidents and injuries through employee representation on occupational health and safety and liaison committees. It therefore stands to reason that Frederik and his colleagues are part of the preventive occupational health and safety work.

Maja's regained self-confidence at Troldekt

For Maja Juul Mathiasen, a trial job in the carpentry workshop at Troldekt was a way out of stress and long-term sick leave. And now she has a permanent job in production.

As a qualified social educator, it wasn't on the cards that Maja Juul Mathiasen should one day be spending her working life cutting out insulation materials and driving a truck. However, having been out of work for some time, she was more than ready when the job centre suggested a job trial at Troldekt. Before that point, the mental strain of unsuccessful job applications had been close to making her give up completely.

"I was beginning to doubt my own skills, and whether there was any need for me at all. At the end, I felt so depressed that my doctor sent me on sick leave due to stress. When the job centre suggested a job at Troldekt, I was more than ready, because I desperately needed to feel useful and get some structure back into my life," says Maja.

Must make sense for all parties

At Troldekt, production manager Kim Snebang and his colleagues were ready to welcome Maja on board. Troldekt has a good dialogue with the job centre, and other unemployed people have been offered a spell at the factory in the past.

"Our general view is that we welcome people who can use us to explore their options with a view to returning to the labour market. We just have to be sure that we can find the space and time to take good care of them, and that it makes sense for all parties. It's important for us that the unemployed get something out of being here," says Kim Snebang.

A calm workshop

During the job trial, Maja was working in Troldekt's carpentry workshop. Here, she prepared product samples,



cut out insulation and glued it on to the acoustic panels. Unlike some of the factory's other departments, the pace is not as high in the carpentry workshop, and therefore the permanent employees have more time to provide support and impart their knowledge.

"My first task was to put screws in a stand. It was monotonous, but it was just what I needed. And my colleagues were extremely sweet, praising me and patiently instructing me in new assignments as I became more independent.

Bit by bit, both my health and my confidence returned," says Maja.

Although there is no guarantee that a job trial ends in permanent employment, it quickly became clear that Maja and Troldekt were a good match. Therefore, Maja was quick to say yes when she was offered a job. Even though it meant that she had to go back to school to get a truck certificate. Because her time at Troldekt has taught her that she is perfectly capable of operating "the big red lumbering vehicle" when panels need moving around.

Anti-corruption: A focus at all levels

When Troldekt expands into markets outside Denmark, corruption is a very real issue. Therefore, all salaried employees in the company are involved in our focus on anti-corruption.



Lene Jørgensen works as a delivery planner at Troldekt A/S.

At Troldekt's annual values day for employees in 2017, environmental manager Renate Blom gave a presentation on anti-corruption for all employees. The presentation was meant to help employees identify the difficult grey areas of corruption, and act correctly when faced by uncertain situations. The presentation was

already given to Troldekt's sales team back in 2016 – but now the issue has been brought to the attention of a larger group of employees.

Support for company's focus

The presentation on anti-corruption was welcomed by employees. One of them is Lene Jørgensen, a delivery

planner, who supports Troldekt in making this a priority area.

"I think it makes a lot of sense that everyone in the company is involved in such an important topic. For me, it's crucial that we all know about the situations and the forms in which corruption can occur. It's obviously the only way that we can pay

extra attention to the grey areas, and thereby avoid corruption altogether," says Lene.

Common guidance

Lene spends most of her time planning deliveries on the Danish market. In her daily work she is therefore not usually in direct contact with custom-

ers where corruption is a major risk factor. However, she still thinks that the presentation on the values day was rewarding.

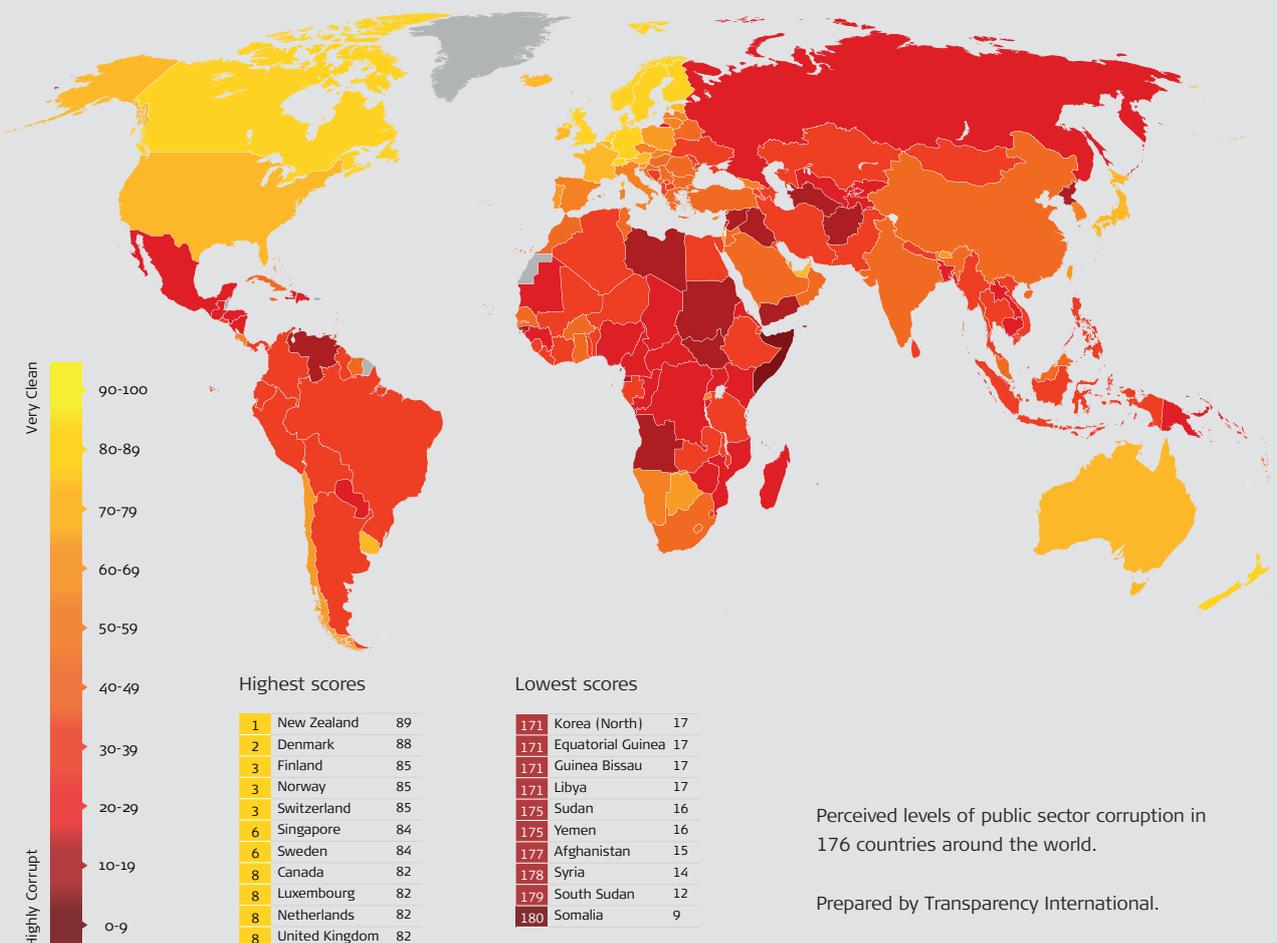
"In the past, I haven't thought a lot about corruption, so the presentation on the difficult grey areas was something of an eye-opener. Of course, it's probably more of an

issue at management level, but it's important for all of us to know when something is acceptable or not. In general, I think it's reassuring to know that anti-corruption is something that Troldekt is focusing on and setting guidelines for," says Lene Jørgensen.

New guidelines on the way

- In 2018, Troldekt's focus on anti-corruption will be addressed in a set of guidelines which employees can refer to in their working lives.
- The guidelines will, among other things, describe the principles that all salaried employees have heard about as part of internal presentations in 2016 and 2017.
- Troldekt's CSR policy already contains some principles within this area. For example, no employee may, without the Board of Management's permission, accept gifts in excess of DKK 900.
- Anti-corruption is one of the ten principles of the UN Global Compact, which Troldekt has joined.

Corruption perceptions index 2017



Perceived levels of public sector corruption in 176 countries around the world.

Prepared by Transparency International.

GRI G4 indicators

The purpose of GRI G4 is to increase comparability between organisations. Troldekt uses the GRI G4 guidelines to ensure well-structured reporting. Even though the report contains GRI G4 standard information, there are deviations from the standard's guidelines. In preparing its CSR reporting, Troldekt has carried out a materiality analysis based on GRI G4. This has resulted in 36 indicators which Troldekt is reporting on in 2017.



Environment

Troldtekt is a dynamic, growing company. In 2017, production increased yet again. Data on the company's materials consumption therefore illustrates an increase in the consumption of raw materials etc.

G4-EN1 – Materials consumption

All materials are purchased from external suppliers. The data is obtained from supplier invoices or statements provided by the supplier.

	Material	2015	2016	2017	Unit	Renewable material
Raw materials	Wood	34,945	40,375	43,781	m ³	yes
	Cement, grey	2,270	2,535	1,892	tonnes	no
	Cement, white	13,396	16,880	19,777	tonnes	no
	Accelerator	160,732	135,942	202,536	litres	no
	Sodium silicate	208,560	285,915	291,414	litres	no
	Painting	334,094	412,091	409,774	litres	no
Associated process materials	Water	15,580	13,901	16,624	m ³	yes
	Asphalt cleaner	1,630	5,175	4,512	litres	no
	Mould oil, bio	155,392	155,149	145,162	litres	no
Packaging	Cardboard	65	62	79	tonnes	yes
	Foil	21	19	25	tonnes	no
	Wood pallets	44,850	41,727	57,295	pcs	yes

G4-EN2 – Percentage of recycled materials

Material	2015	2016	2017
Total proportion of recycled materials as a percentage of total materials consumption	2.5%	1.6%	1.5%

Each Troldtekt panel contains cement, which is partially produced from recycled materials (the cement may contain ash and sand from offshore channels).

Recycled materials in grey cement: 15.75%, corresponding to 298 tonnes.

Recycled materials in white cement: 1.81%, corresponding to 358 tonnes.

The proportion of white cement has risen, and since it contains the least recycled material, the total volume in per cent falls.

G4-EN3 – Energy consumption within the organisation

The tables below provide an overview of Troldekt's energy consumption in 2015-2017.

Only energy consumption at the factory in Troldekte is calculated.

	2015	2016	2017
Energy consumption (GJ)	72,761	67,906	88,633
Percentage from renewable energy sources	95%	94%	95%

Consumption is distributed across the following entries:

	Quantity (GJ)			Share of total energy consumption			Share of renewable energy sources	Contributes to emissions	Produced externally/internally
	2015	2016	2017	2015	2016	2017			
Electricity consumption	18,193	18,634	21,742	25%	27%	25%	100%	no	Externally
Biofuel	51,034	45,169	62,694	70%	67%	71%	100%	no	Internally + externally
Heating oil	373	538	271	1%	1%	0%	0%	yes	Externally
Gas (trucks)	715	828	1,162	1%	1%	1%	0%	yes	Externally
Diesel (trucks)	2,447	2,737	2,764	3%	4%	3%	0%	yes	Externally

G4-EN5 – Energy intensity

	2015	2016	2017
Energy consumption per m ² of produced panel	27.51 MJ	22.92 MJ	27.76 MJ
The development affects Troldekte's environmental performance	Positively	Positively	Negatively

EN3 shows the types of energy included, and the extent to which the energy comes from internal or external sources.

G4-EN6 – Reduction of energy consumption

	2015	2016	2017
Total energy savings	2,602 GJ	13,587 GJ	-15,454 GJ

The drying process has required greater energy consumption per produced m². The focus area for 2018 will be to reduce total energy consumption.

G4-EN15 – Direct CO₂ emissions (Scope 1)

The table presents an overview of direct CO₂ emissions from sources that are owned or controlled by Troldekte.

Direct sources of emissions	Tonnes CO ₂		
	2015	2016	2017
Biofuels for drying*	-	-	-
Heating oil	32	38	19
Gas for trucks	75	87	121
Diesel for trucks	169	189	191
Total	276	314	331

*Biofuels are regarded as a CO₂-neutral energy source.

G4-EN16 – Indirect CO₂ emissions (Scope 2)

Indirect sources of CO ₂ emissions	Tonnes CO ₂		
	2015	2016	2017
Electricity	0	0	0

Troldekt uses 100% wind power in the form of renewable energy from the Anholt offshore wind farm (with Climate Investment).

G4-EN17 – Other indirect CO₂ emissions (Scope 3)

This indicator covers a number of other indirect emissions of CO₂ from sources that are not owned or controlled by Troldekt, but where the CO₂ emissions result from the company's activities. CO₂ emissions from transport account for less than 0.5 per cent of total CO₂ emissions in Scope 3. In addition, this data is subject to considerable uncertainty. We have therefore decided not to include the CO₂ emissions stemming from transport in Scope 3.

Indirect sources of CO ₂ emissions	Tonnes CO ₂		
	2015	2016	2017
Production of purchased process materials, raw materials and packaging	19,551	22,041	25,186

G4-EN18 – CO₂ emissions intensity

This shows the intensity of CO₂ emissions per produced m² of acoustic panel both in total and broken down according to the information from EN15, EN16 and EN17.

	Volume (tonnes)			Kg CO ₂ /m ²			The development affects Troldekt's environmental performance
	2015	2016	2017	2015	2016	2017	
In Scope 1	276	314	331	0.10	0.11	0.10	Positively
In Scope 2	0	0	0	0	0	0	Status quo
In Scope 3	19,551	22,041	25,186	7.39	7.44	7.89	Negatively
Total CO ₂	19,827	22,355	25,517	7.21	7.50	7.99	Negatively

G4 EN19 – reduction of greenhouse gas (GHG) emissions

Increased production volume has resulted in an increase in greenhouse gas emissions.

G4-EN20 – Emissions of ozone-depleting substances

This provides information about Troldekt's emissions of ozone-depleting substances.

CFC-11 equivalent (kg)		
2015	2016	2017
0.0044	0.0050	0.0056

The increase in emissions of ozone-depleting substances reflects the increase in production.

G4-EN21 – SO_x

This shows Troldekt's discharges of SO_x.

SO _x equivalent (tonnes)		
2015	2016	2017
54.7	62.6	69.8

The increase in SO_x emissions reflects the increase in production.

G4-EN23 – Total weight of waste by type and disposal method

Waste types	Volume (tonnes)			Treatment
	2015	2016	2017	
Cement-bonded wood wool	4,516	5,118	5,557	Recycled
Wood	54	47.8	55.8	Recycled
Packaging, plastic	-	-	1.9	Recycled
Packaging, cardboard	4	5.2	5.6	Recycled
Iron and metal	-	86.1	55.5	Recycled
Electronics	-	-	2.5	Recycled
Ash from biofuels	14	41.4	14.5	Recycled
Concrete	-	-	78.1	Recycled
Hazardous waste for reuse	1	4.7	13.3	Recycled
Hazardous waste for incineration	-	24.2	16.0	Incineration
Garden waste	-	-	7.0	Incineration
Suitable for incineration	49	50.2	43.6	Incineration
Landfill	28	0.1	1.4	Landfill

All waste disposal is carried out by approved suppliers. Waste data has been compiled and supplied by these suppliers.

Our constant focus on increased sorting of all waste types means that in 2017 we are registering more waste fractions.

Wooden pallets, which were previously sent for incineration, are now recycled to produce e.g. worktops.

At the same time, the volume of waste being recycled is increasing, so that, in spite of increasing production, there has been a decrease in the amount of waste for incineration.

Insulation material is sent for landfill. The increase is mainly due to the increased production of double-layer panels.

In 2017, cement-bonded wood wool was used to stabilise harbour sediment, which has subsequently been used for landfill. This measure by our partner does not match Troldekt's perception of recycling at the highest possible value level, and we have therefore stressed that cement-bonded wood wool should instead be composted.

G4-EN27 – Extent of mitigation of environmental impacts

Handling of paint wastewater was automated.

Environmental approval created an overview, and resulted in a clear-up.

G4-EN28 – Percentage of products sold and packaging materials recycled

	2015	2016	2017
Wood pallets delivered (qty)	61,419	65,227	73,745
Wood pallets returned (qty)	18,821	18,537	19,775
Wood pallets returned (%)	31	28	27

G4-EN29 – Sanctions for non-compliance with environmental laws and regulations

Troldekt has not been sanctioned for failing to comply with environmental laws and regulations in the reporting period.

G4-EN32 – Percentage of screened suppliers – Environment

Troldekt's Code of Conduct states that our suppliers must strive to minimise the environmental impact of their activities. They must also have procedures to effectively prevent and address any environmental issues and industrial accidents which may impact society and the environment.

All new Troldekt suppliers must sign our Code of Conduct. Only if suppliers comply with the guidelines can they start doing business with us. We have been doing business with many of our suppliers for a number of years, and we generally have a low supplier turnover.

Twenty-seven of Troldekt's main product-related suppliers have signed Troldekt's Code of Conduct. Approx. 90 per cent of our product-related purchases thus come from suppliers who have signed our Code of Conduct.

G4-EN33 – Environmental impacts in the supply chain

No. of suppliers who have signed Troldekt's CoC	Percentage categorised in low-risk group	Percentage categorised in medium-risk group	Percentage categorised in high-risk group
27	96%	4%	0%

All suppliers who have signed our Code of Conduct are categorised in low, medium or high-risk groups. This happens, among other things, on the basis of their specific risk of having a negative environmental impact. We have no suppliers in the high-risk group. Should this happen in future, we will maintain our relations with such suppliers in order to exert a positive influence. We visit our suppliers at regular intervals, and CSR is an important parameter in the dialogue.

G4-EN34 – Grievances about Troldekt's environmental impacts

In 2017, the positive dialogue with the factory's neighbours continued.

Labour conditions

Troldtekt's employees are the company's most important asset. Consequently, their safety, health and rights are the foundation stone for our business. We are always seeking to further improve the working environment and make Troldtekt an even more attractive place to work.

Social fairness is not just a high priority for our own employees – it is also important that our suppliers treat their employees well. We ensure this through our Code of Conduct.

G4-LA1 – Workforce and employee turnover

The table below is a summary of the number of employees and staff turnover in Troldhede and Tranbjerg, and how employees are distributed according to their terms of employment. Please note that the table includes apprentices, flexitimers and paid student interns, while young workers are not included.

Location	Age	Salaried employees		Hourly paid workers		New employees		Employees who have left Troldtekt	
		Women	Men	Women	Men	Women	Men	Women	Men
Tranbjerg	-30	1	0	0	0	1	0	0	0
	31-50	7	6	0	0	1	1	0	1
	51-	9	6	0	0	2	1	1	1
Troldhede	-30	0	0	0	2	0	1	0	0
	31-50	4	1	1	24	1	3	0	3
	51-	4	3	1	27	1	5	0	3

Employment	No. in Tranbjerg	No. in Troldhede
Full-time employees	23	63
Part-time employees, incl. flexitimers	5	3
Permanent employees	28	66
Short-term contracts, including paid student interns	0	1
Total	28	67

Employees in the subsidiaries are not included in the figures. Troldtekt Deutschland GmbH has taken on two salaried employees. Similarly, Troldtekt AB now also has two salaried employees.

G4-LA5 – Percentage of total workforce represented in formal committees

In addition to the statutory working environment committee, Troldtekt has voluntarily set up a liaison committee. Both employees and the management are represented on both. Ten per cent of our total workforce is represented in these formal health and safety committees in Troldtekt.

G4-LA6 – Industrial accidents and absence due to illness

The figures comprise the 55 hourly paid employees at the factory in Trolldhede. Absence due to illness among salaried employees is not fully registered, which is why we have chosen not to include this data in the table.

	2015	2016	2017
No. of lost-time injuries	2	8	4
Injury frequency (no. of industrial injuries/1 million hours worked)	22.49	82.6	42.43
Absence as a result of industrial injury (hours/1,000 hours worked)	7.24	5.58	9.55
Absence due to illness, total (%)	4.57	3.69	2.36

The number of lost-time injuries decreased in 2017. We have had more focus on preventative efforts. This work will continue in 2018.

G4-LA12 – Composition of senior employees according to gender and age

The following provides a summary of the composition of senior employees in Trolldtekt broken down by age and gender in per cent.

	Women <30 yrs	Women 30-50 yrs	Women >50 yrs	Men <30 yrs	Men 30-50 yrs	Men >50 yrs
Distribution of senior employees in per cent*	0%	14%	0%	0%	57%	29%

*The figures are rounded off.

G4-LA14 – Percentage of screened suppliers – Labour rights

According to Trolldtekt's Code of Conduct, our suppliers must comply with certain guidelines within the field of labour rights. Among other things, they must comply with local legislation concerning a minimum wage, and employees must be paid a wage which ensures them a fair standard of living. Employees must also have the right to paid holiday, absence due to illness, maternity/paternity leave and trade union membership.

All new Trolldtekt suppliers must sign our Code of Conduct. Only if suppliers comply with the guidelines can they start doing business with us. We have been doing business with many of our suppliers for a number of years, and we generally have a low supplier turnover.

Twenty-seven of Trolldtekt's main product-related suppliers have signed Trolldtekt's Code of Conduct. Approx. 90 per cent of our product-related purchases thus come from suppliers who have signed our Code of Conduct.

G4-LA15 – Risk of negative labour practices in the supply chain

The status is that 96 per cent of suppliers who have signed our Code of Conduct are placed in the low-risk group, and 4 per cent are in the medium-risk group, and there are no suppliers in the high-risk group.

A single supplier accounts for the 4 per cent placed in the medium-risk group, being based in a country where good labour conditions are not enforced through statutory legislation. Trolldtekt has visited the supplier, and in this connection conducted a very satisfactory audit (on-site inspection).

There have not been any incidents among Trolldtekt's suppliers which required reprimands or other measures.

Society

At Troldekt, we want to make a positive contribution to the local communities in which we are represented. We are doing this by, among other things, engaging in close dialogue with local stakeholders. Moreover, we have fixed guidelines on anti-corruption, and through thorough documentation we are doing everything in our power to make sure that our products contribute to the safety and health of our customers.

As market leader in Denmark within the production and supply of acoustic solutions, we have the opportunity to lead the way and set a good example in terms of influencing society around us.

G4-S03 – Percentage of screened suppliers – Anti-corruption

Troldekt's suppliers must not directly nor indirectly engage in or benefit from any form of corruption or bribery. This is stated in our Code of Conduct, which all new suppliers must sign before they can start doing business with us. We have been doing business with many of our suppliers for a number of years, and we generally have a low supplier turnover.

Twenty-seven of Troldekt's main product-related suppliers have signed Troldekt's Code of Conduct. Approx. 90 per cent of our product-related purchases come from suppliers who have signed our Code of Conduct.

You can read more about our work on anti-corruption in the article on pages 30-31.

G4-S04 – Implementation of guidelines for anti-corruption

All employees have been informed at canteen meetings and office meetings about the company's CSR policy, and the CSR policy has also been incorporated into the company's staff manual, of which employees have also been informed.

In 2017, we took steps to future-proof our anti-corruption guidelines (see the article on pages 30-31). This work will continue in 2018.

Number of suppliers screened with CoC*	Percentage categorised in low-risk group	Percentage categorised in medium-risk group	Percentage categorised in high-risk group
27	96%	4%	0%

*The figures are rounded off.

G4-S05 – Cases of corruption or bribery

No cases of corruption or bribery were identified at Troldekt in 2017.

G4-S08 – Sanctions for non-compliance with laws and regulations

Troldekt was not sanctioned for non-compliance with laws and regulations in 2017.

G4-S09 – Percentage of screened suppliers – Society

Troldekt's Code of Conduct provides guidelines for the company's cooperation with its suppliers, including criteria relating to their impact on society.

All new Troldekt suppliers must sign our Code of Conduct. Only if suppliers comply with the guidelines can they start doing business with us. We have been doing business with many of our suppliers for a number of years, and we generally have a low supplier turnover.

Twenty-seven of Troldekt's main product-related suppliers have signed Troldekt's Code of Conduct. Approx. 90 per cent of our product-related purchases thus come from suppliers who have signed our Code of Conduct.

G4-SO10 – Risk classification of suppliers – Society

The status is that 96 per cent of suppliers who have signed our Code of Conduct are placed in the low-risk group, and 4 per cent are in the medium-risk group, and there are no suppliers in the high-risk group.

A single supplier accounts for the 4 per cent placed in the medium-risk group, being based in a country where companies' positive impacts on society are not enforced through statutory legislation. Troldekt has visited the supplier, and in this connection conducted a very satisfactory audit (on-site inspection).

There have not been any incidents among Troldekt's suppliers which required reprimands or other measures.

G4-PR1 – Assessment of products

Through Troldekt's work with Cradle to Cradle certifications, a raw materials assessment has been carried out of Troldekt's acoustic panels. This has resulted in the phasing-out of harmful substances, and Troldekt acoustic panels are therefore Cradle to Cradle-certified in the silver category. The panels have also been recognised for their contribution to a healthy indoor climate and have, for example, been awarded the Danish indoor climate label Indeklimamærket, the Finnish quality label M1 and Allergy Friendly UK.

G4-PR9 – Sanctions for non-compliance with laws and regulations concerning use of products

Troldekt was not sanctioned for non-compliance with laws and regulations concerning the provision and use of products in 2017.

Human rights

Troldekt wishes to promote CSR in the building industry. An important aspect of this work is supporting and promoting human rights. Troldekt has also made a commitment to this through joining the UN Global Compact.

Through our Code of Conduct, we are seeking to ensure that our product-related suppliers respect human rights. This is something which is very important for us.

G4-HR5 – Risk of child labour

Troldekt deems there is no risk of child labour in our organisation.

Through our Code of Conduct, we take an active approach to the elimination of child labour.

G4-HR10 – Supplier screening related to human rights

Troldekt's suppliers must neither directly nor indirectly be involved in child labour. This is stated more explicitly in our Code of Conduct, which all new suppliers must sign in order to start doing business with us.

In so far as possible, we use suppliers in countries with a low risk of child labour.

G4-HR11 – Risk classification of suppliers – Human rights

The status is that 96 per cent of suppliers who have signed our Code of Conduct are placed in the low-risk group, and 4 per cent are in the medium-risk group, and there are no suppliers in the high-risk group.

A single supplier is placed in the medium-risk group, being based in a country where there is generally a risk of insufficient respect for human rights. Troldekt has visited the supplier, and in this connection conducted a very satisfactory audit (on-site inspection).

There have not been any incidents among Troldekt's suppliers which required reprimands or other measures.

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Status 2017

Category	Description of objectives	Status
General	Reviewing suppliers in relation to the Code of Conduct; evaluating the current criteria for the classification of suppliers and implementing a new risk assessment.	Objectives will be transferred to 2019.
Labour conditions	Initiating activities which place further emphasis on the safety culture. The aim is to reduce the number of accidents.	Realised. The number of industrial injuries has been halved.
Anti-corruption	Developing and implementing new guidelines for anti-corruption.	Objectives will be transferred to 2018. Training has been completed in 2017.
Environment	Reviewing and optimising waste handling at the offices in Tranbjerg.	Realised.
Environment	Phasing-out oil for heating, Trolldhede.	Realised.

New objectives for 2018

Category	Description of objectives	Status
Labour conditions	Continued focus on safety. The goal is now zero industrial injuries.	
Anti-corruption	Developing and implementing new guidelines for anti-corruption.	
Environment	Production waste is analysed and sorted into fractions to enable each fraction to be reused at the highest possible value level.	
Environment	We want to reduce energy consumption per square metre of acoustic panel produced to max. 25 MJ.	
Environment	The proportion of electric forklifts increased from approx. 11 per cent to over 50 per cent.	

Troldtekt A/S

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About Troldtekt

Troldtekt acoustic solutions for ceiling and wall cladding are among the leading products for ensuring good acoustics, effective fire protection and a healthy indoor climate. The company's main product is Troldtekt acoustic panels which are made from wood and cement and which are Cradle to Cradle-certified in the silver category. Troldtekt acoustic panels are the obvious choice for ceilings in most types of buildings – from offices and commercial buildings to schools, institutions, swimming pools, sports centres and private homes. Troldtekt A/S was founded in 1855 as a trading company in Aarhus. Since 1935, the company has produced Troldtekt cement-bonded wood wool in Troldhede in western Jutland.

Certifications



Miljømærket for
anvendt skovforvaltn.

